

1. Action Requested: That the Security Inspection Program be modified to eliminate its unfair application to women.

2. Background: Since October 1978, Agency employees have been participating in an experimental 24 hour-a-day briefcase, purse and package inspection program. Certain problems have been presented to this Board which we believe are serious enough to warrant your attention.

We would like to emphasize that we support the need for the program but we also recognize that its success depends largely upon the cooperation of Agency employees.

The Board has received a number of complaints from women employees who feel that the inspection program is fundamentally unfair because in practice it centers around the search of women's purses. They find the purse inspection offensive and consider it a grave invasion of their privacy. For example, they carry tampons in their purses and are embarrassed to have to show them to male guards. Unlike men, who have coat and pants pockets, women must carry purses for their money, car keys, etc. More importantly, these women consider their purses as extensions of their persons so that the purse inspections becomes in effect an inspection of their persons.

A number of the women feel strongly that if their purses are to be inspected, then men's inner coat pockets should receive similar treatment, that is, a man should open his coat for a visual inspection. If the program is to be meaningful, it should be clear that a man's inner coat pockets serve the same function as a woman's purse and can conceal documents. The recent revelation in the press that Kampilies smuggled out the KH-11 document in his inner coat pocket should demand that the men's pockets be inspected. To our knowledge, there is no case of a woman employees concealing documents in her purse.

We believe that much of the onerousness of the program can be ameliorated by instituting in the remaining days of this experimental program a visual inspection of men's inner coat pockets. This way, the inspection program will be fairly applied to all employees.

Because of the interest and emotion generated by this problem, the Board fears that if some corrective action is not considered, there is the very real possibility that a disgruntled and aggrieved woman employee will 1) go the press; 2) file an EEO complaint; or 3) file a lawsuit, claiming a violation of EEO law or constitutional rights.

3. Recommendations:

- a. That a visual inspection of men's inner

coat pockets be instituted.

b. That the FPO guidelines describing the scope of the searches under the program be distributed to every employee.

c. That employees be instructed that any alleged infractions of the guidelines are to be reported to the Director of Security.